

Local 3-24-08 (DET)

INTERNATIONAL UNION OF OPERATING ENGINEERS

Craft-Maintenance Division State of California Unit 12
Locals 3, 12, 39 & 501, AFL-CIO

February 27, 2008

David Gilb, Director
Department of Personnel Administration
1515 S Street, North Building 4th Floor
Sacramento, CA 95814

RE: Sunshine Proposals

Dear Dave Gilb:

In accordance with State of California Government Code, Section 3523, the following proposals are submitted by the International Union of Operating Engineers, Craft-Maintenance Division, State of California, Locals 3, 12, 39 & 501.

These proposals are for matters to be contained in a successor agreement to become effective on July 1, 2008 and thereafter in accordance with the duration to be agreed upon. It is our desire that the distribution to the public of these proposals will occur at the earliest possible date established for the public meeting, and will serve as the basis for the beginning of negotiations at the earliest possible date thereafter.

1. Establish salaries and future salary increases commensurate with similarly situated employees in both the Public and Private Sectors, taking into consideration classification relationships and increases in the cost of living indices.
2. Establishment of a new retirement program for those employees within the bargaining unit who perform in the normal duties of their position: protection of

the public and property, response to emergencies, and in so doing, are placed in great personal peril.

3. Continuation and altering of some of the terms of a comprehensive health and welfare program providing life, medical, dental, vision care and prescription drug program.
4. Continuation of, and altering of some of the terms of the post and bid seniority system for job positions, shift assignments, vacation and other leave schedules, and, transfers within and without the various departments of the State.
5. Establishment and implementation of a standard practice in all departments for standby activities and the compensation thereof.
6. Continuation of the inclusion of all Government Code Sections within the Supersession Article which affect Unit Members.
7. Increasing the number of leave hours earned per month, in all leave categories; providing for holiday pay in addition to double time for all hours worked on a holiday; increasing the number of days provided for bereavement leave within and without the state, and the qualifying members defining eligibility for such leave.
8. Improvements within the retirement categories and benefits, the NDI benefits, Relocation and Travel Expenses; and, Sick Leave Provisions.
9. Continuation and improvement in Apprenticeship programs, establishment of training funds therefore, establishment of ratios for apprentices to journey worker level employees.

10. Establishment of a positive payroll system directed toward all unit employees

being on bi-weekly pay periods.

11. Establishment of a unit wide standard on all conditions of employment, including

but not limited to overtime meal allowance amounts and qualifying times;

uniform allowances; boots and shoes; and the like.

12. Establishment of shift differential rates based on a percentage of salaries for all

hours of work between 1700 and 0730 hours.

Establishment and defining weekend pay differentials; addition of differential pay

for possession of certain professional licenses.

13. Establishment and implementation of Alternate Range 40 criteria to cover all

employees working in the Departments of Youth Authority, Forestry, Corrections,

Mental Health, Developmental Services, Transportation, and, others who have the

same or similar contact with persons principally serviced within those

departments.

14. Define and clarify the classification and out of classification work standards;

procedures for and pay for work in any out of class assignments; notice and other

requirements of out of class assignment prior to such assignments being made.

The Union reserves the right to make any other economic or non-

economic proposals during the negotiating process which may be

necessary in order to reach an agreement, respond to proposals or counter-

proposals, and/or to meet the principles of good faith bargaining.

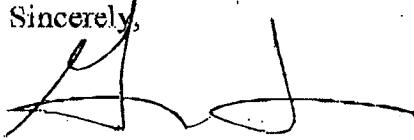
15. All Agreements of the parties, including the incorporation of all existing benefits,

policies, procedures, rules, and regulations shall be reduced to standard contract

language, including but not limited to clauses relating to recognition,
organizational security, support of the agreement, union and management rights,
Industrial Accident and illness leave, leaves of absence, military leave and other
leaves, both paid and unpaid, transfers, severability and duration.

It is our intent and desire to commence negotiations as rapidly as possible upon the expiration of
the required public notice period.

Sincerely,



George Swift, Director
State Unit 12 Division Central Office
IUOE Locals 3, 12, 39 & 501, AFL-CIO